

Rolling log of notes to document restructuring attempt:

I have been in the process of evaluating efficiency by looking at the current organizational structure. I believe I have a structure that will reduce the number of command staff, thereby creating opportunity to hire four police officers and a social worker.

This structure eliminates the need for a Deputy Chief and increases the number of assistant Chiefs by one. Further, it reduces the number of Lieutenants from seven to four. This structure better distributes supervisory and administrative responsibilities while encouraging supervision at the first-line level. It is my belief that the proposed structure will improve communication and internal cooperation between units/divisions. The social worker will help to better manage citizens who consistently demand police services for mental health related issues.

This change is independent of any on-going internal investigations or employee concerns. I have been deliberate in my interviews with employees, and my evaluation of current practices and structures so that I could recommend the most effective organizational change.

There are employees in command positions who would need to be released, laid off, or demoted to non-command positions to accomplish these changes. I do not take these changes lightly and I believe they will benefit the organization as a whole.

Please see the attached proposed organizational chart for reference. I would like to talk about this soon so that I can decide how best to proceed.

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**RSMo 610.021(1)**

**RSMo 610.021(13)**

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## **RSMo 610.021(13)**

03-15-19, receiving an open records request for this information. Printing it and providing it to Lydia.